



# PERS 408

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## Information Systems Technician (IT) Distribution

For The

## USN-USMC Spectrum Mgmt Conference

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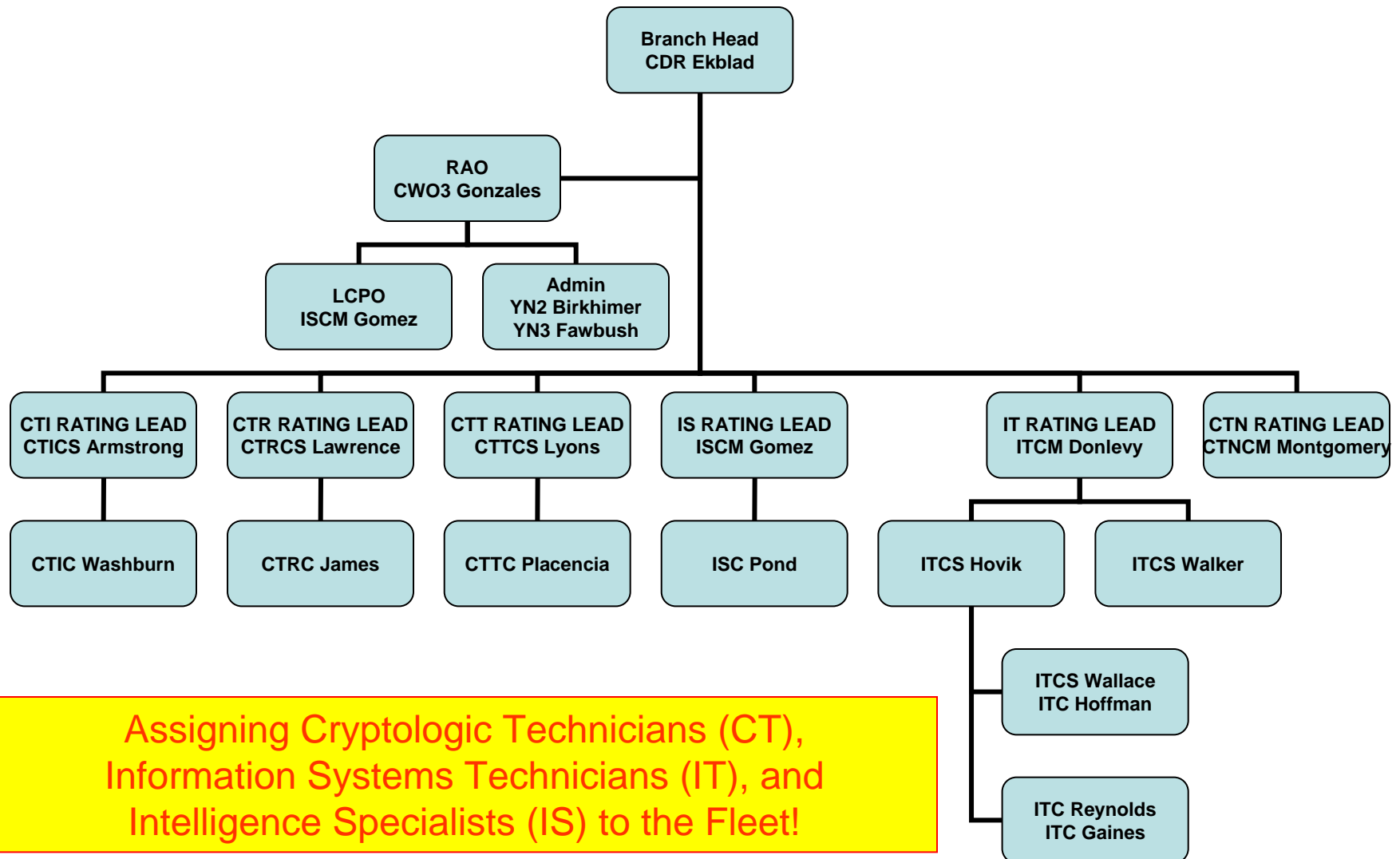
Enlisted Detailer

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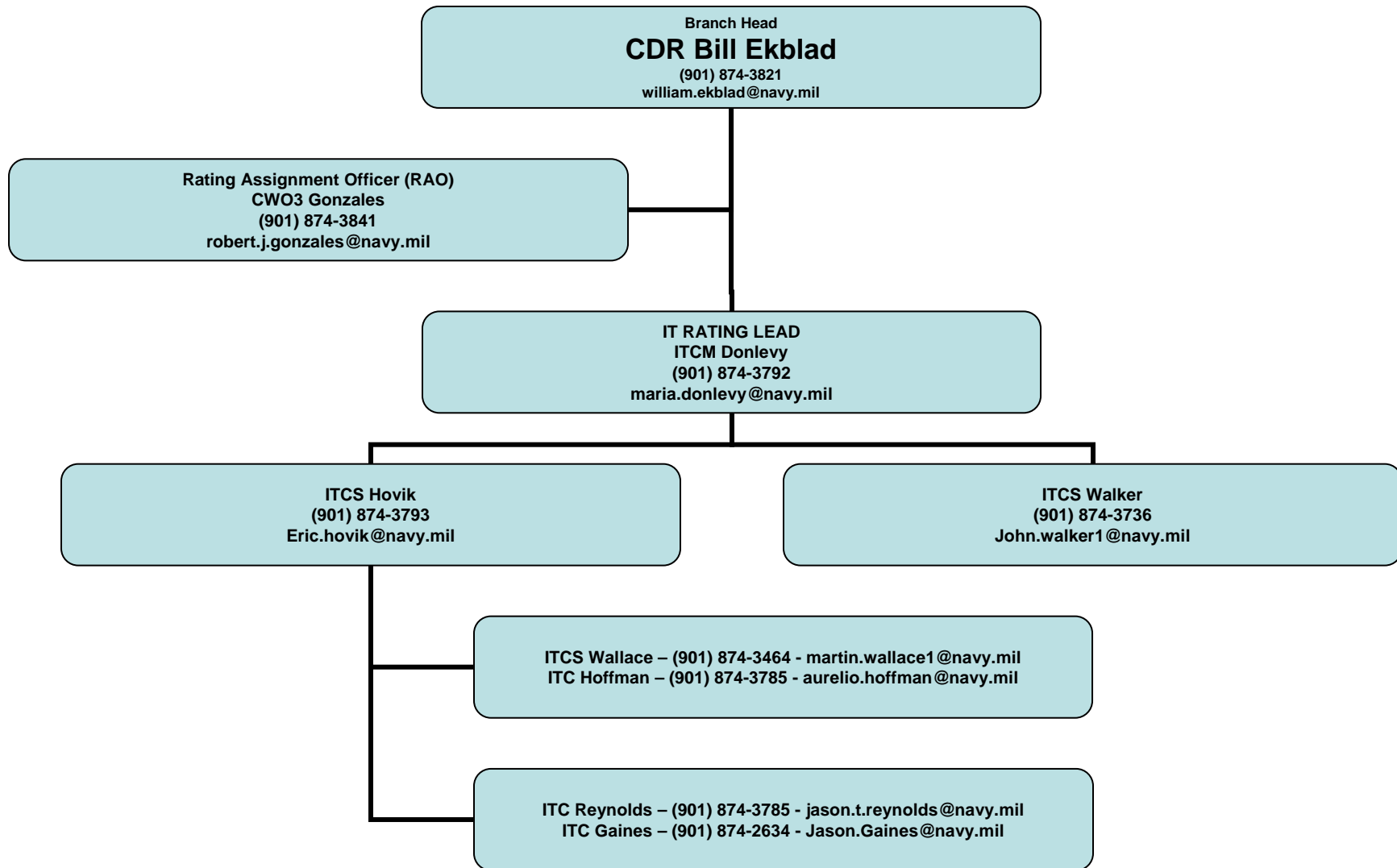


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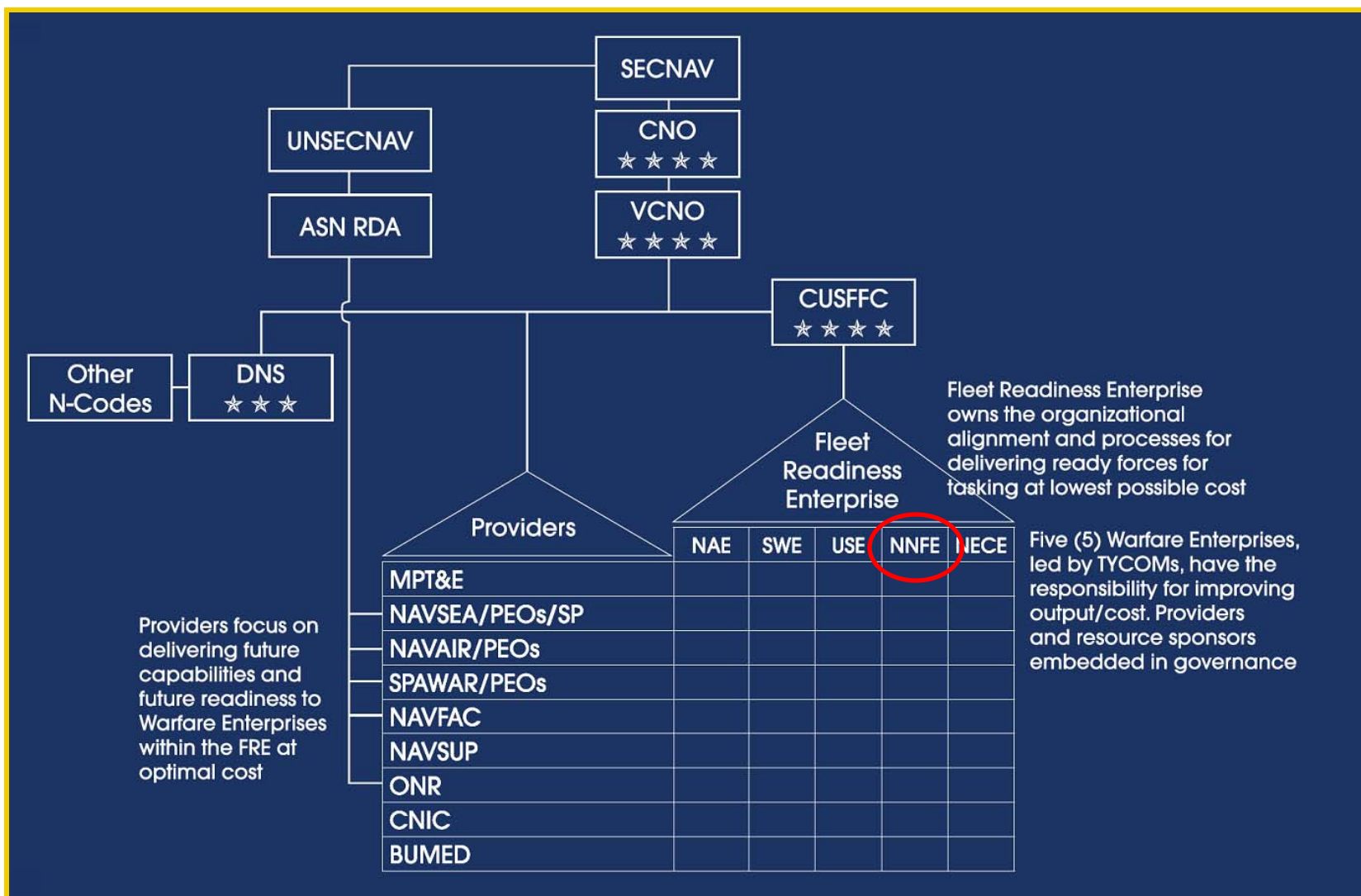


# Your IT Detailing Team





# Navy Enterprise Structure





# NNFE

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## **NNFE - Naval NETWAR FORCEnet Enterprise** **Enterprise-Wide Approach to the Business of C5I and Information Operations**



### **Mission**

Lead the execution of FORCEnet and optimize the employment of Information Operations (IO), Signals Intelligence (SIGINT), and Space Capabilities. Develop, deliver and sustain end-to-end Doctrine, Organization, Training, Material, Leadership, Personnel and Facilities (DOTMLPF) capabilities for secure, interoperable, and integrated sensors, weapons and networks to Naval Forces across the range of warfighting.

### **Vision**

A Warfighting Enterprise that effectively delivers warfighting and business information capabilities and systems, Tactics, Techniques and Procedures (TTP), and people to Naval, Joint and Coalition Forces to win in all phases of warfare.

### **Our Scope**

The Naval NETWAR/FORCEnet Enterprise will measure, improve and sustain the delivery of Command and Control, Communications, Computer (C4) solutions ashore and afloat, through overarching governance and implementation of cost-wise strategies, while drawing Space, Business Information Technology (IT), and expeditionary into the main Command and Control product line. Combat Systems, Information Operations and Space Operations will be aligned under NNFE.



# Navy Detailing Basics

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- Distributable Inventory
- CMS – Application Process
- CMS – Selection Criteria
- Detailing “Realities”





# Distributable Inventory

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- Personnel available to fill billets
- From the detailers perspective, it amounts to total inventory minus:
  - Approved Fleet Reserve
  - CMC, approved LDO/CWO selection
  - Officer Selection Programs (STA-21/OCS)
  - LIMDU
  - Transient, Patients, Prisoners & Hold (TPP&H)
  - HUMS





# CMS - Application Process

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CMS cycle is monthly.

Cycle broken down to allow for:

- Sailor applications (approx 2-3 weeks)
- Command input (approx 1 week)
- Detailer selection (approx 3 days)
- System “grades” suitability of each applicant

(ie. Who is best fit for billet IRT preferences, moving costs, and skills)



# CMS - Selection Criteria

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- Selections are made based on:
  - Sailor's desires
  - promotion needs (diversification)
  - special needs & home basing
  - eligibility/qualifications
  - needs of the Navy
  - budget limitations
- Must choose a billet NLT 6 months prior to PRD – Needs of the Navy.



# Detailing “Realities”

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- Detailers can transfer members -3/+4 months of PRD
- “One-up; one-down” policy
- No over-tours on shore duty
- Billet priorities are set by CNO & MCA
- Even hard-copy orders are not a guarantee
  - Sea duty screening failures
  - Failure to obliserve
  - Unplanned losses



# What Detailers Can't Do

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- **Change manning allowances (BA and/or NMP)**
- **Make assignments to non-existent requirements**
- **Break Time on Station or DoD Area Tour lengths**
- **Change Sea / Shore Flow requirements**
- **Make Paygrade Substitutions without EPMAC Approval**
- **Make Humanitarian Assignments**

**\* *WAIVERS CAN BE REQUESTED FROM BUPERS OR THE MCA (AS APPROPRIATE)***



# IT Rating Overview

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## INUS/OUTUS Rotation

First Sea = 48 Mos First Shore = 36 Mos

Second Sea = 48 Mos Second Shore = 36 Mos

36/36 Mos rotation

- DIST BA/INV: E5-E9 7108/5310=75% E3-E9 10003/7361=74%
- State of the Rating: Undermanned. CTO/IT merger in 2006 has been fairly successful and improved career management and assignment options for both ratings.
- Rating Concerns: Filling NNWC overseas shore billets while sustaining GSA and other Fleet billets. Top Secret /SCI security clearance issues remain a challenge for NNWC OCONUS 1YR assignments.



# Issues

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- Budgetary constraints are here to stay
- GSA IAs
- ITs and Special Programs



# What We Tell Our ITs:

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- IT Rating is **NOT** being disestablished or separated.
  - Fleet billets are still vital to career progression and all IT NECs are critical in manning these billets.
  - The challenge will be to identify/establish valid shore billets to support career enhancing sea/shore flow.





# IT NECs



- Only valid IT NEC's as of this date:

2301	Spectrum Mgmt	2735	J-Netcore
2302	JTF Spectrum Mgmt	2778	Tomahawk MDS/DBA
2363	DSCS SATCOM Op	2779	ISSM
2375	TSCOMM Op	2780	NSVT
2378	VERDIN/ISABPS Op	2781	ANA
2379	TST Pipeline	2782	DMS Operator
2709	TBMCS SYS Admin	8201	Aircrewman
2710	GCCS-M 4.0 Admin	9502	Basic Inst Training
2720	GCCS-M Admin	<ul style="list-style-type: none"> <li>•Zone A only are SRB eligible. (1.5)</li> <li>•8201&amp;9502 are specialized.</li> </ul>	
2730	NTCSS-II Mgr		



# IT Sea vs. Shore Duty

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IT's under "Sea / Shore Flow":

Sea 1: 48 months

Shore 1: 36 months

Sea 2: 48 months

Shore 2: 36 months

Sea 3: 36 months

Shore 3: 36 months

Sea 4: 36 months

Shore 4: 36 months



# IT Manning

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- Current Manning:

- As of February 2010

- Total - 98.5%
    - Sea - 95.9%
    - Shore - 96.3%
    - IA - 77.3%



# Spectrum Mgmt



- The Navy Currently has two NEC's that cover Spectrum Mgmt.
  - 2301
  - 2302



# 2301

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- CDP 121E - Challenges
  - Currently have 3 convening's per year
  - Course is 103 days in duration
  - \$3811 TDI per student
  - Each convening has 5 seats
  - Only one training facility



# 2301

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- Current Manning

	BILLETS		STRENGTH	INVENTORY
E-9	1	4	4	
E-8	12	15	18	
E-7	21	15	24	
E7-E9 TOTAL	34	34	46	
E-6	26	17	18	
E-5	2	2	1	
E5-E6 TOTAL	28	19	19	
E5-E9 TOTAL	62	53	65	
E-4				
E-3				
E3-E4 TOTAL				
E4-E9 TOTAL	62	53	65	
E3-E9 TOTAL	62	53	65	



# 2301 Manning

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- Currently there is a total of 65
- ~ 30 are on their last tour due to HYT
  - Dependent on multiple factors
  - Last tour was computed as next 36 months
  - 45 potential seats IF all were filled – Gain of 15
  - Potential Manning Changes – PHIBRON's, etc





# 2302

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- CDP 02RT – Challenges
  - Currently have 4 convening's per year
  - Course is 17 days in duration
  - \$629 TDI per student
  - Each convening has 3 seats
  - Only one training facility
  - 2301 is a pre-req (Total TDI \$4440)



# 2302

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- Current Manning

	BILLETS		STRENGTH	INVENTORY
E-9	15			
E-8	1		4	
E-7	3	1	1	
E7-E9 TOTAL	19	1	5	
E-6	1	1	6	
E-5				
E5-E6 TOTAL	1	1	6	
E5-E9 TOTAL	20	2	11	
E-4				
E-3				
E3-E4 TOTAL				
E4-E9 TOTAL	20	2	11	
E3-E9 TOTAL	20	2	11	



# 2302 Manning

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- Currently there is a total of 11
- ~ 6 are on their last tour due to HYT
  - Dependent on multiple factors
  - Last tour was computed as next 36 months
  - 36 potential seats IF all were filled – Gain of 30
    - o Pre-Req's
    - o ROI
    - o TDI
  - Potential Manning Changes fleet wide



# Summary

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- Currently there is very little margin between inventory and authorized billets
  - Doesn't allow for interest in special programs and out of rate career development due to critical need for frequency mgmt personnel
- Near Term
  - Funding for TDI cost
  - Filling every seat with qualified candidates
- Long Term
  - Manning changes



**Questions?**

